



Höcherl & Hackl GmbH
Industriestr. 13
94357 Konzell
Phone: +49 (0)9963/94301-0
Fax: +49 (0)9963/94301-84
office@hoecherl-hackl.com
www.hoecherl-hackl.de

Working and Social Standards Rev. 03

Prohibition of Child Labor and Special Protection of Employees Under the Age of 18

H&H does not employ any children and is mindful of the special protection of employees under the age of 18 considering the German Youth Worker Protection Act.

Prohibition of Any Form of Forced and Compulsory Labor

H&H does not employ any forced and compulsory laborers.

Non-Discrimination and Equal Opportunities at Work

H&H observes the principle of non-discrimination at recruitment, employment and salaries based on nationality, gender, sexual orientation, color or other personal characteristics, religion, ethnic origin, political position, as long as these base on the democratic principle and the tolerance towards people thinking different.

Freedom of Association and Assembly for the Employees

H&H employees have got the right of association and assembly.

Occupational Safety and Health Care

H&H ensures occupational safety and health care by applying the so-called businessman model.

Appropriate Remuneration, Remuneration of Overtime, Participation in the Success of the Company

H&H orients the remuneration towards industry-standard wages and salaries. Furthermore, H&H pays a performance bonus additionally to the basic salary as well as an annual Christmas bonus of up to a monthly salary. Overtime is basically paid out or compensated by release of work at a later time.

Limitation of Standard and Maximum Working Time

The standard working time is 40 hours per week.

Overtime is required for a maximum of two weeks per year. The H&H management considers that a longer overtime would not be a long-term possibility to enhance the power of the company but that there might be an increase of workforce necessary.

Right to Paid Periodic Holidays

All H&H employees have the right to paid periodic holidays. For this H&H organizes annual factory holidays. The rest of the holidays can be determined by the employees themselves, taking into account the operational requirements.

Qualification, Training and Development of Employees

The requirement of qualification, training and the associated development of the employees is embedded in H&H's quality management manual according to DIN EN ISO 9000. Each employee can apply for qualifying training.

Working and Social Standards Rev. 03

Appropriate Disciplinary Actions

H&H is tolerant towards the personal concerns of the employees, in organizational as well in private view. When disciplinary actions might be taken into account, H&H also regards the social environment of the concerning employee.

Social Security

H&H does not employ any undeclared workers and pays all contributions to the social security funds.